



Early Journal Content on JSTOR, Free to Anyone in the World

This article is one of nearly 500,000 scholarly works digitized and made freely available to everyone in the world by JSTOR.

Known as the Early Journal Content, this set of works include research articles, news, letters, and other writings published in more than 200 of the oldest leading academic journals. The works date from the mid-seventeenth to the early twentieth centuries.

We encourage people to read and share the Early Journal Content openly and to tell others that this resource exists. People may post this content online or redistribute in any way for non-commercial purposes.

Read more about Early Journal Content at <http://about.jstor.org/participate-jstor/individuals/early-journal-content>.

JSTOR is a digital library of academic journals, books, and primary source objects. JSTOR helps people discover, use, and build upon a wide range of content through a powerful research and teaching platform, and preserves this content for future generations. JSTOR is part of ITHAKA, a not-for-profit organization that also includes Ithaka S+R and Portico. For more information about JSTOR, please contact support@jstor.org.

IMPROVEMENTS IN INDUSTRIAL LIFE INSURANCE¹

CHARLES RICHMOND HENDERSON
The University of Chicago

THE PRESENT FORMS OF LIFE INSURANCE FOR WAGE-EARNERS

The "industrial insurance" forms are of chief interest in this article. Industrial insurance in this connection means a system of weekly premium insurance, under which the agent solicits business, writes applications, collects premiums, takes proof of death, and pays claims at the house of the workingman. It is the method most popular in this country with persons of small means, because it fits in with the weekly reception of wages, requires apparently the least sacrifice, does not call the workingman away from his occupation, and offers absolutely safe guaranty that the insurance will be paid in case of death. By taking the published rates of some of the leading companies we can form the best judgment possible of the present situation.

INFANTILE TABLE

WEEKLY PREMIUM 3 CENTS—PREMIUMS CEASE AT AGE 75

BENEFIT PAYABLE IF POLICY HAS BEEN IN FORCE FOR	AGE NEXT BIRTHDAY WHEN POLICY IS ISSUED							
	2	3	4	5	6	7	8	9
Less than 6 months.....	\$ 7	\$ 10	\$ 12	\$ 14	\$ 17	\$21	\$33	\$45
More than 6 months but less than 1 year.....	15	20	24	29	35	42	66	90
One year.....	20	24	29	35	42	66	90	93
Two years.....	24	29	35	42	66	90	96	
Three years.....	29	35	42	66	90	99		
Four years.....	35	42	66	90	102			
Five years.....	42	66	90	105				
Six years.....	66	90	108					
Seven years.....	90	III						
Eight years.....	114							

¹ This article is designed to supplement the writer's *Industrial Insurance in the United States*, chap. vi, and especially articles in *American Journal of Sociology* in 1907-8. I desire to mention *Industrial Life Insurance, Its History, Statistics, and Plans*, published by the Spectator Company, New York. The Metropolitan Life Insurance Company and the Prudential Company have furnished new materials.

Infantile whole life.—The Metropolitan table offers indemnity in case of death of a child when the age at next birthday is two to nine years. No premium greater than 5 cents weekly is taken. The amount payable increases with the time the policy has been in force, from under six months up to eight years.

INFANTILE WHOLE LIFE

Payment of Premium ceases on first anniversary of date of issue after insured reaches age 74

Amount payable provided death occur after Policy has been in force for the following periods, for a weekly premium of 5c.

No premium greater than 5c. will be taken

Age Next Birthday	Under 6 Months	6 Months	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years
2	12.50	25	34	40	48	58	70	110	150	190
3	17.00	34	40	48	58	70	110	150	185	
4	20.00	40	48	58	70	110	150	180		
5	24.00	48	58	70	110	150	175			
6	29.00	58	70	110	150	170				
7	35.00	70	110	150	165					
8	55.00	110	150	160						
9	75.00	150	155							

Explanation of the infantile table.—When the person to be insured is less than ten years of age next birthday, the amount of benefit payable depends upon the length of time the policy has been in force. Thus, if a child is five years of age next birthday when the policy is issued, and the policy remains in force three years, the insurance for a weekly premium of five cents will be \$110. After the policy has been in force four years the insurance will be \$150, and after it has been in force five years it will provide for a payment of \$175 at death. By this time, however, the child will be ten years old next birthday, and thereafter the amount of insurance will remain at \$175. No further premiums payable after insured reaches age seventy-five.

LIMIT OF INSURANCE

In no case will any policy be written for a greater amount of insurance than set forth in the following table, nor will any policy be written which together with any other insurance then in force, in this or any other company, would make the total amount of insurance in force exceed the amounts stated in this table:

Age Next Birthday	Limit of Insurance	Age Next Birthday	Limit of Insurance	Age Next Birthday	Limit of Insurance	Age Next Birthday	Limit of Insurance
2	\$30	7	\$140	12	\$380	17	\$612
3	34	8	168	13	460	18	700
4	40	9	200	14	520	19	784
5	48	10	240	15	520	20	855
6	58	11	300	16	520	21	930

In some cases, after a five-cent infantile policy has been in force for some time, a three-cent additional policy may be written, or two three-cent policies may be written in some cases, but the above rule as to the limit of amount of insurance must be rigidly followed.

Adult whole life.—Under this plan the payment of premium ceases on first anniversary of date of issue after insured reaches age seventy-four. One-half only of amounts of policy are payable if death occurs within six calendar months from date of policy, and the full amount if death occurs thereafter. The table shows the benefits and weekly premiums for age from ten to seventy years.

ADULT WHOLE LIFE

INDUSTRIAL

Payment of Premium ceases on first anniversary of date of issue after insured reaches age 74

One-half only of amounts as below payable if death occur within six calendar months from date of Policy, and the *full amount* if death occur thereafter

AGE NEXT BIRTHDAY.	BENEFITS PAYABLE FOR THE FOLLOWING WEEKLY PREMIUMS											
	5c	10c	15c	20c	25c	30c	35c	40c	45c	50c	55c	60c
10.....	\$150											
11.....	145	\$290										
12.....	140	280										
13.....	135	270	\$405									
14.....	130	260	390	\$520								
15.....	125	250	375	500								
16.....	120	240	360	480								
17.....	116	232	348	464	\$580							
18.....	112	224	336	448	560	\$672						
19.....	108	216	324	432	540	648	\$756					
20.....	105	210	315	420	525	630	735	\$840				
21.....	102	204	306	408	510	612	714	816	\$918			
22.....	99	198	297	396	495	594	693	792	891	\$990	\$1,089	\$1,188
23.....	96	192	288	384	480	576	672	768	864	960	1,056	1,152
24.....	93	186	279	372	465	558	651	744	837	930	1,023	1,116
25.....	90	180	270	360	450	540	630	720	810	900	990	1,080
26.....	88	176	264	352	440	528	616	704	792	880	968	1,056
27.....	86	172	258	344	430	516	602	688	774	860	946	1,032
28.....	83	166	249	332	415	498	581	664	747	830	913	996
29.....	81	162	243	324	405	486	567	648	729	810	891	972
30.....	79	158	237	316	395	474	553	632	711	790	869	948
31.....	76	152	228	304	380	456	532	608	684	760	836	912
32.....	74	148	222	296	370	444	518	592	666	740	814	888
33.....	72	144	216	288	360	432	504	576	648	720	792	864
34.....	70	140	210	280	350	420	490	560	630	700	770	840
35.....	68	136	204	272	340	408	476	544	612	680	748	816
36.....	66	132	198	264	330	396	462	528	594	660	726	792
37.....	63	126	189	252	315	378	441	504	567	630	693	756
38.....	61	122	183	244	305	366	427	488	549	610	671	732
39.....	59	118	177	236	295	354	413	472	531	590	649	708
40.....	57	114	171	228	285	342	399	456	513	570	627	684
41.....	55	110	165	220	275	330	385	440	495	550	605	660

ADULT WHOLE LIFE—Continued

AGE NEXT BIRTHDAY	BENEFITS PAYABLE FOR THE FOLLOWING WEEKLY PREMIUMS											
	5c	10c	15c	20c	25c	30c	35c	40c	45c	50c	55c	60c
42.....	\$53	\$106	\$159	\$212	\$265	\$318	\$371	\$424	\$477	\$530	\$583	\$636
43.....	51	102	153	204	255	306	357	408	459	510	561	612
44.....	49	98	147	196	245	294	343	392	441	490	539	588
45.....	47	94	141	188	235	282	329	376	423	470	517	564
46.....	45	90	135	180	225	270	315	360	405	450	495	540
47.....	43	86	129	172	215	258	301	344	387	430	473	516
48.....	42	84	126	168	210	252	294	336	378	420	462	504
49.....	40	80	120	160	200	240	280	320	360	400	440	480
50.....	38	76	114	152	190	228	266	304	342	380	418	456
51.....	36	72	108	144	180	216	252	288	324	360	396	432
52.....	35	70	105	140	175	210	245	280	315	350	385	420
53.....	33	66	99	132	165	198	231	264	297	330	363	396
54.....	31	62	93	124	155	186	217	248	279	310	341	372
55.....	30	60	90	120	150	180	210	240	270	300	330	360
56.....	28	56	84	112	140	168	196	224	252	280	308	336
57.....	27	54	81	108	135	162	189	216	243	270	297	324
58.....	25	50	75	100	125	150	175	200	225	250	275	300
59.....	24	48	72	96	120	144	168	192	216	240	264	288
60.....	22	44	66	88	110	132	154	176	198	220	242	264
61.....	21	42	63	84	105	126	147	168	189	210	231	252
62.....	20	40	60	80	100	120	140	160	180	200	220	240
63.....	18	36	54	72	90	108	126	144	162	180	198	216
64.....	17	34	51	68	85	102	119	136	153	170	187	204
65.....	16	32	48	64	80	96	112	128	144	160	176	192
66.....	14	28	42	56	70	84	98	112	126	140	154	168
67.....	13	26	39	52	65	78	91	104	117	130	143	156
68.....	12	24	36	48	60	72	84	96	108	120	132	144
69.....	10	20	30	40	50	60	70	80	90	100	110	120
70.....	9	18	27	36	45	54	63	72	81	90	99	108

ADULT 20-YEAR ENDOWMENT

INDUSTRIAL *

Matures as an Endowment 20 years from date of issue

One-half only of amounts as below payable if death occur within six calendar months from date of Policy, and the *full amount* if death occur thereafter

AGE NEXT BIRTHDAY	BENEFITS PAYABLE FOR THE FOLLOWING WEEKLY PREMIUMS									
	5c	10c	15c	20c	25c	30c	35c	40c	45c	50c
10.....	\$47	\$94	\$141	\$188	\$235					
11.....	46	92	138	184	230	\$276				
12.....	46	92	138	184	230	276				
13.....	46	92	138	184	230	276				
14.....	45	90	135	180	225	270	\$315	\$360		

* Metropolitan form.

ADULT 20-YEAR ENDOWMENT—*Continued*

AGE NEXT BIRTHDAY	BENEFITS PAYABLE FOR THE FOLLOWING WEEKLY PREMIUMS									
	5c	10c	15c	20c	25c	30c	35c	40c	45c	50c
15.....	45	90	135	180	225	270	315	360		
16.....	45	90	135	180	225	270	315	360		
17.....	44	88	132	176	220	264	308	352	\$396	\$440
18.....	44	88	132	176	220	264	308	352	396	440
19.....	43	86	129	172	215	258	301	344	387	430
20.....	43	86	129	172	215	258	301	344	387	430
21.....	43	86	129	172	215	258	301	344	387	430
22.....	43	86	129	172	215	258	301	344	387	430
23.....	42	84	126	168	210	252	294	336	378	420
24.....	42	84	126	168	210	252	294	336	378	420
25.....	42	84	126	168	210	252	294	336	378	420
26.....	42	84	126	168	210	252	294	336	378	420
27.....	41	82	123	164	205	246	287	328	369	410
28.....	41	82	123	164	205	246	287	328	369	410
29.....	41	82	123	164	205	246	287	328	369	410
30.....	41	82	123	164	205	246	287	328	369	410
31.....	41	82	123	164	205	246	287	328	369	410
32.....	40	80	120	160	200	240	280	320	360	400
33.....	40	80	120	160	200	240	280	320	360	400
34.....	40	80	120	160	200	240	280	320	360	400
35.....	40	80	120	160	200	240	280	320	360	400
36.....	39	78	117	156	195	234	273	312	351	390
37.....	39	78	117	156	195	234	273	312	351	390
38.....	39	78	117	156	195	234	273	312	351	390
39.....	38	76	114	152	190	228	266	304	342	380
40.....	38	76	114	152	190	228	266	304	342	380
41.....	38	76	114	152	190	228	266	304	342	380
42.....	37	74	111	148	185	222	259	296	333	370
43.....	37	74	111	148	185	222	259	296	333	370
44.....	36	72	108	144	180	216	252	288	324	360
45.....	36	72	108	144	180	216	252	288	324	360
46.....	35	70	105	140	175	210	245	280	315	350
47.....	34	68	102	136	170	204	238	272	306	340
48.....	34	68	102	136	170	204	238	272	306	340
49.....	33	66	99	132	165	198	231	264	297	330
50.....	32	64	96	128	160	192	224	256	288	320
51.....	31	62	93	124	155	186	217	248	279	310
52.....	31	62	93	124	155	186	217	248	279	310
53.....	30	60	90	120	150	180	210	240	270	300
54.....	29	58	87	116	145	174	203	232	261	290
55.....	28	56	84	112	140	168	196	224	252	280

YOUNG PEOPLE'S 20-YEAR ENDOWMENT

Matures as an Endowment 20 years from date of issue

Amount payable provided death occur after Policy has been in force for the following periods, for weekly premium of 5c.

For 10c. per week the benefits are twice those named

No higher premium than 10c. will be taken

Age Next Birthday	Under 1 Year	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10 Years
2.....	\$12.50	\$15.00	\$17.50	\$20.00	\$22.50	\$25	\$30	\$35	\$40	\$45	\$50
3.....	15.00	17.50	20.00	22.50	25.00	30	35	40	45	50	
4.....	17.50	20.00	22.50	25.00	30.00	35	40	45	50		
5.....	20.00	22.50	25.00	30.00	35.00	40	45	50			
6.....	22.50	25.00	30.00	35.00	40.00	45	50				
7.....	25.00	30.00	35.00	40.00	45.00	50					
8.....	30.00	35.00	40.00	45.00	50.00						
9.....	35.00	40.00	45.00	50.00							

The Prudential Insurance Company has the same tables of benefits as above. The other industrial insurance companies pay lower benefits. The Prudential Company has an additional table for even \$500 of insurance which follows:

REGULAR ADULT LIFE TABLE

PREMIUMS CEASE AT AGE 75—POLICY PAYABLE AT DEATH ONLY

\$500 POLICIES

Age Next Birthday	Weekly Premium	Age Next Birthday	Weekly Premium	Age Next Birthday	Weekly Premium
14.....	\$0.19	27.....	\$0.29	40.....	\$0.44
15.....	.20	28.....	.30	41.....	.45
16.....	.21	29.....	.31	42.....	.47
17.....	.22			43.....	.49
18.....	.22	30.....	.32	44.....	.51
19.....	.23	31.....	.33	45.....	.53
		32.....	.34	46.....	.56
20.....	.24	33.....	.35	47.....	.58
21.....	.25	34.....	.36	48.....	.60
22.....	.25	35.....	.37	49.....	.63
23.....	.26	36.....	.38		
24.....	.27	37.....	.40	50.....	.66
25.....	.28	38.....	.41		
26.....	.28	39.....	.42		

The new Convertible policy of the Metropolitan Life Insurance Company.—In a letter of June 14, 1909, Mr. Haley Fiske says:

The weekly premium is in each case ten cents for infantile and 25 cents for adults. The amount of insurance is also nearly stationary; in the adult table it is \$250 at ages ten to twenty-nine at entry, inclusive; \$200 at ages thirty to thirty-nine, at entry, inclusive; \$150 at higher ages. In the infantile the table in its benefits is a little more complicated, owing to more decided changes in the mortality figures at different ages. The variation of benefits made necessary by mortality at different ages appears, not in the amount of insurance or premium, but in the terms of the insurances. The policy becomes paid-up at various periods according to age at entry. When these various periods mature, further payment of premiums changes the plan of insurance from life to endowment; the longer premiums are paid, the shorter the endowment. For instance, at age ten 25 cents buy \$250 insurance, which is fully paid-up after payment of premiums for eight years and twenty weeks; payment of premiums for thirty-two weeks longer makes the policy an endowment at age sixty-five; twenty-seven weeks additional premiums make it an endowment at age sixty; a further period of thirty-nine weeks makes it an endowment at age fifty-five; a further period of one year and three weeks makes it an endowment at age forty-five; a further period of two years and two weeks makes it an endowment at age forty. It is entirely optional with the policy-holder to continue the contract for the various extended periods.

Intermediate policies.—The Metropolitan introduced this type of policy in 1896, and the Prudential followed. These policies were based on the Industrial table of mortality and were good for the sum of \$500. The premiums are payable quarterly, semiannually, or annually, instead of weekly. It is claimed that the workmen who took these policies and paid quarterly got their insurance as cheap as, and cheaper than, the rich policy-holders who took large policies. This was because of the tremendous dividends paid by the Metropolitan, until the Armstrong Laws forbade the issue of both participating and non-participating policies by the same company. Then new tables were got out by the companies at much lower premiums.

It is claimed by the Metropolitan that the intermediate policy and not the weekly payment policy should be compared with the Massachusetts Savings Bank scheme. Mr. Fiske says:

The whole stock in trade of the Savings Bank System has been to compare its monthly premiums with our weekly premiums and claim that the workingman could get cheaper insurance by that system than by our system. As monthly insurance, equally with quarterly insurance, is Ordi-

nary insurance and not Industrial, as held by the Department of this State, it is quite certain that comparisons should not be with our Industrial but with our Intermediate. Such a comparison shows that since 1895 this Company has been furnishing the workingmen with cheaper insurance than he can get now in savings-bank insurance.—Letter of March 22, 1909.

This argument does not seem to be quite conclusive, since it is much easier for a workingman to pay monthly than quarterly. But it is also evidently unfair to compare savings-bank insurance rates with weekly premium rates.

Ordinary life insurance.—The industrial companies, or some of them, offer ordinary policies in competition with the regular companies. But this form is not of special interest to us here, because only the élite of the wage-earners can avail themselves of this method. There are some advantages, however, which seem to justify the union, since many workmen, starting with weekly payments while wages are low, are able to pass up into the ordinary class when their income increases.

“Our Ordinary policies are placed with the workingmen. Our average policy is considerably under \$1,000, and that alone proves that for the most part these policies are held by the workingmen.”—(From speech of Mr. Haley Fiske to Superintendents of Metropolitan Life Insurance Co., January 16, 1909.) This evidence alone is not sufficient. The statistics taken from actual budgets of many thousands of workingmen by the U. S. Department of Labor seem to indicate that few workingmen carry life insurance of this form; when they do, it is among the well-paid artisans. I suspect that many clerks, teachers, etc., carry a large part of this insurance.

There are about twenty industrial life-insurance companies. The business of the Metropolitan is claimed by Mr. Fiske to be about one-half of all (Civic Federation Speech). It is not possible to give the tables for all the smaller companies; nor is this necessary for our purpose.

The Prudential Insurance Company announces to its old policy-holders that the voluntary dividend concession first made in 1897 on its regular industrial policies will be continued through the first three months of the year 1909. Additional

ADDITIONAL BENEFITS FOR THE FIRST THREE MONTHS
OF THE YEAR 1909*

If a person insured under a "Regular Industrial" policy in one of the years given below dies during the first three months of 1909, the Company will pay not only the amount of the policy, but also the following Additional Benefit for each \$100 of the sum insured by the policy. In the case of an Infantile policy (issued at age under 10) the Additional Benefit will be paid on the amount of policy at date of death.

ON POLICIES DATED IN	ADDITIONAL BENEFIT PER \$100 OF ORIGINAL INSURANCE IF DEATH OCCUR DURING THE FIRST THREE MONTHS OF 1909		FIRST AND LAST NUMBER OF POLICIES ISSUED DURING YEAR STATED IN FIRST COLUMN	
	Before Anniver- sary of Policy	After Anniver- sary of Policy	First Number	Last Number
1875†	\$1.30	\$1.40	I	279
1876†	1.20	1.30	280	7,904
1877†	1.10	1.20	7,905	18,425
1878†	1.00	1.10	18,426	38,489
1879†	1.40	1.00	38,490	74,368
1880†	1.30	1.40	74,369	176,224
1881†	1.20	1.30	176,225	295,956
1882†	1.10	1.20	295,957	449,190
1883†	1.00	1.10	449,191	656,393
1884†	1.40	1.00	656,394	906,221
1885†	1.30	1.40	906,222	1,192,373
1886†	1.20	1.30	1,192,374	1,562,180
1887†	1.10	1.20	1,562,181	2,057,612
1888†	1.00	1.10	2,057,613	2,582,527
1889†	1.40	1.00	2,582,528	3,270,425
1890†	1.30	1.40	3,270,426	4,033,441
1891†	1.20	1.30	4,033,442	4,610,592
1892†	1.10	1.20	4,610,593	5,379,348
1893†	1.00	1.10	5,379,349	6,415,347
1894	4.50	1.00	6,415,348	8,060,145
1895	4.00	4.50	8,060,146	9,056,405
1896	3.50	4.00	9,056,406	9,972,999
1897	3.00	3.50	9,973,000	10,903,773
1898	2.70	3.00	10,903,774	11,866,045
1899	2.40	2.70	11,866,046	13,181,055
1900	2.10	2.40	13,181,056	14,575,117
1901	1.80	2.10	14,575,118	15,963,938
1902	1.50	1.80	15,963,939	17,250,516
1903	1.20	1.50	17,250,517	18,568,564
1904		1.20	18,568,565	19,957,499

* This and the succeeding tables represent the rates, etc., for non-participating industrial policies with the Prudential Insurance Company of America.

† Cash Dividends have already been paid on all Regular Industrial policies which have been in force fifteen or more years.

To find the amount payable on policy in case of death, during the first three months of 1909, of the person insured, multiply the amount insured in policy by 100 plus the Additional Benefit opposite the year in which the policy was issued, as above, and divide the result by 100. Example: To find amount payable on a policy of \$144 issued in 1898, which has been in force for eleven full years, multiply 144 by 103 and point off two places to the left; the result

is \$148.32, and this amount will be paid by the Company in case of the death of the person insured.

CASH DIVIDENDS FOR THE FIRST THREE MONTHS OF THE YEAR 1909

PAYABLE AS FOLLOWS:

On policies issued during the first three months of 1879, 1884, or 1889: When they have reached their twentieth, twenty-fifth, or thirtieth Anniversary.

On policies issued during the first three months of 1894: When they have reached their fifteenth anniversary.

CASH DIVIDENDS BY AGES, ON BASIS OF A FIVE-CENT PREMIUM

AGE NEXT BIRTHDAY WHEN INSURED	POLICIES ISSUED DURING FIRST THREE MONTHS OF		AGE NEXT BIRTHDAY WHEN INSURED	POLICIES ISSUED DURING FIRST THREE MONTHS OF		AGE NEXT BIRTHDAY WHEN INSURED	POLICIES ISSUED DURING FIRST THREE MONTHS OF	
	1879* 1884* and 1889*	1894		1879* 1884* and 1889*	1894		1879* 1884* and 1889*	1894
2.....	\$1.70	\$5.40	25.....	\$1.30	\$3.80	48.....	\$0.60	\$1.70
3.....	1.70	5.40	26.....	1.30	3.70	49.....	.60	1.60
4.....	1.70	5.40	27.....	1.30	3.60	50.....	.60	1.60
5.....	1.70	5.40	28.....	1.20	3.50	51.....	.50	1.50
6.....	1.70	5.40	29.....	1.20	3.40	52.....	.50	1.40
7.....	1.70	5.40	30.....	1.20	3.30	53.....	.50	1.40
8.....	1.70	5.40	31.....	1.10	3.20	54.....	.50	1.40
9.....	1.70	5.40	32.....	1.10	3.00	55.....	.40	1.30
10.....	1.70	5.40	33.....	1.10	2.90	56.....	.40	1.20
11.....	1.70	5.30	34.....	1.00	2.80	57.....	.40	1.20
12.....	1.70	5.20	35.....	1.00	2.80	58.....	.40	1.10
13.....	1.70	5.20	36.....	1.00	2.70	59.....	.40	1.00
14.....	1.70	5.00	37.....	.90	2.50	60.....	.30	1.00
15.....	1.60	4.80	38.....	.90	2.40	61.....	.30	1.00
16.....	1.60	4.70	39.....	.90	2.30	62.....	.30	.90
17.....	1.60	4.60	40.....	.80	2.30	63.....	.30	.90
18.....	1.50	4.50	41.....	.80	2.20	64.....	.30	.80
19.....	1.50	4.40	42.....	.80	2.10	65.....	.30	.80
20.....	1.50	4.30	43.....	.70	2.00	66.....	.30	.70
21.....	1.40	4.20	44.....	.70	1.90	67.....	.30	.70
22.....	1.40	4.10	45.....	.70	1.90	68.....	.30	.60
23.....	1.40	4.00	46.....	.70	1.80	69.....	.30	.60
24.....	1.30	3.90	47.....	.60	1.80	70.....	.30	.60

*Cash Dividends have already been paid on all Regular Industrial policies which have been in force fifteen or more years.

To find Cash Dividend on a 10-cent policy multiply the above amounts by 2, by 3 for a 15-cent policy, and so on. For example: On a policy issued in 1894, at age 30, premium 10 cents, the Company will pay during the first three months of 1909, after the policy has reached its fifteenth anniversary, a Cash Dividend of \$6.60.

benefits will be paid on all regular industrial policies which have been five or more years in force and which become claims by death during the first three months of 1909.

Cash dividends will be paid on all regular industrial policies issued during the first three months of 1879, 1884, 1889, or 1894 on reaching their fifteenth, twentieth, twenty-fifth, or thirtieth anniversary during the first three months of 1909. These dividends are payable in cash or may be applied for during the first three months of 1909 through the agents who collect the premiums or at the offices of their superintendents. The amounts of these dividends are found in the tables. This concession does not apply to special industrial or special adult policies, as such policies were issued at much lower rates of premium, nor does it apply to industrial endowment policies or to free policies issued on attaining age seventy-five.

COMPARISON WITH FORMER RATES: IMPROVEMENTS FOR BENEFIT
OF POLICY-HOLDERS

Beginning with January, 1907, new tables were put out by the Metropolitan and Prudential which doubled the benefits on infantile policies for the same premiums, and increased the benefits on adult policies, for the same premium, thirteen to twenty-three per cent. . . . In the infantile table no premium greater than five cents is taken, instead of ten cents as before; and the death benefits for five cents are equal to, and in some cases greater than, the death benefits for which ten cents formerly was charged. The endowment feature continued in the policies was then eliminated and the policies made whole life. . . . The most important change in the table is that payment of premiums ceases at age seventy-four, and this is also true of the infantile policies. The Metropolitan writes us as follows:

Our circular letter of May 21, 1909, announcing a new table of benefits in the Industrial Department 10 per cent. higher than those heretofore in force, and making this increase retroactive to the date of the original forms of policy is now being issued. As to forms in use prior to this date, January 1, 1907, we could not raise the benefits because the plan of insurance used in those forms was so different; as to those policies we distribute surplus in bonuses. Take the old whole life policies and the increasing life and endowment and all other policies in force 5 years; when we pay death claims we add 5, 10, 15, 20, 25, 30 per cent. to the face of the policy according to the number of years same has been in force. We also pay bonuses amount-

ing to about 8 per cent. of the premiums for a year, on the old policies which have been in force five years. Hitherto we have been paying this on whole life policies, which are the source of profit; we expect to begin to pay it on increasing life and endowment policies, which for a long time are not profitable but which now seem to have turned the corner.

The Metropolitan Company, Industrial Department, in July, 1909, issued this statement:

In January, 1907, the Company largely increased the benefits in its industrial policies by reason of a heavy reduction in expenses and improvement in mortality experience. During the past three years the Company has steadily reduced its expenses. With industrial life policies premiums cease after age seventy-four. All policies except infantile 20-year endowment policies issued since January 1, 1907, will be increased in benefits about 10 per cent. Not only does the Company issue a new table for policies hereafter issued, but it makes the increase retroactive since the present forms of policies were adopted.

The following illustrations help us to realize the nature and magnitude of the recent ameliorations:

In 1909 the Metropolitan declared bonuses on its old industrial whole life policies to the amount of \$2,500,000. About half of this was in the form of cash bonuses which might be used in payment of premiums, and the other half by increasing payments on policies maturing during the year varying from 5 to 30 per cent., according to the ages of the respective policies. For 1910 the Metropolitan has declared bonuses amounting to \$5,232,448 to its industrial whole life and increasing life and endowment policy-holders. Of this sum about a million and a half is set aside to increase policy payments maturing during the year on all policies that have been in force over five years. Five per cent. will be added to those over five years in force, and 10 per cent. to those over ten years, and so on up to 30 per cent. to those thirty years in force. The remainder of the total will be paid in cash or in reduction of premiums on policies. Upon all industrial whole life policies where the policy-holders pass the age of seventy-five during the year, the bonus will be the whole year's premiums—52 weeks. The holders of the policies issued in 1879 and 1880 will receive a bonus equal to 26 weeks. Those of the

next five years receive 20 weeks; the next five years, 15 weeks; the next five years, 10 weeks, and the next ten years, 5 weeks.

This brings the company's total bonus cash payments for the last seventeen years up to over twenty-one millions of dollars in cash, besides about four millions of dollars more in additions to reserve by concessions made beyond the terms of the contract. In the last nine years it has reduced its industrial expense ratio about 10 per cent., which on the present industrial premium income amounts to nearly five millions of dollars annually.

The effect of these bonuses on the cost of industrial insurance can be strikingly illustrated, as follows:

1. Take policy No. 5,649,851, issued March 24, 1890, at age 35 for \$305, with a weekly premium of 25 cents. Under the mortuary bonus offer for 1910, the amount of this policy will be increased by 20 per cent., or \$61, making the total death benefit payable \$366. A cash bonus of 15 times the weekly premium is also to be offered, or \$3.75, which deducted from the yearly premium of \$13.00 leaves a cash payment of \$9.25. Now if \$9.25 will purchase \$366 insurance, then \$25.27 would purchase \$1,000. The annual rate of a prominent participating ordinary life insurance company for \$1,000 at age 35 is \$28.11 so that there is a difference of \$2.84, or 10 per cent., in favor of the Metropolitan.

2. A policy issued in 1880 at age 30 for a weekly premium of 45 cents carries a death benefit of \$738. This will be increased by a mortuary bonus of 30 per cent., making \$959, and in addition it will carry a cash bonus equal to 26 weeks' premium. Fifty-two weeks' premium amounts to \$23.40, and therefore the 26 weeks' bonus will amount to \$11.70. If \$11.70 will secure \$959 of insurance, then \$12.20 would secure \$1,000; or \$23.40 would secure twice \$959, or \$1,918. The annual rate of a prominent participating ordinary life insurance company at this age is \$24.38 for \$1,000. Thus excluding the question of dividends of participating policies of that company, this industrial policy at present is costing only a little more than half ordinary insurance.

The poor man who begins by paying very high rates, largely

because he is in a class with high mortality, will, if he persists long enough, and has the right form of policy, be able to secure an annuity for old age, at a lower rate than well-to-do persons, just because he belongs to a class of whom relatively few survive the sixty-fifth year. The comparisons most important for the purpose of this paper are not those between ordinary and industrial insurance, but between private insurance and compulsory social insurance.

In the ordinary department this company has reduced expenses 6 per cent. in five years, an annual saving of over \$1,250,000. All of its policies are written on the non-participating plan. The Metropolitan pays its dividends at the start—it cuts down the premium. The company upon its total business has in the last ten years reduced its ratio of expenses to premium income 15 per cent.

III. REASONS FOR REDUCTION OF COSTS IN THE INDUSTRIAL COMPANIES

In its early stages, it was quite uncertain whether the system would succeed at all. The death claims were very high, caused by the fact that the insured, perhaps, in those days, fifteen to thirty years ago, was not so well cared for as now,² and the expense was very high in establishing the business.

The Metropolitan Life has within the last five or six years steadily reduced its expense account, so that the savings today, as compared with ten years ago amount to nearly five millions of dollars.

A representative of the Metropolitan said:

In the course of these years we have paid back \$15,000,000 to the policy-holders, and their policies did not promise it. This act cannot be said to be a gratuity, it is an act of justice, it is a reduction of premiums. To reduce premiums at the outset is to write bankruptcy. You do not know what your experience is going to be. First you have got to figure to do your business on a safe plan, and then figure how to give the profits, when they begin to accrue, to those who gave them to you. As the only equitable means we have given them back to the policy-holders in various ways; first, by increasing the amounts of policies according to the time they have

² Has medical examination and selection become more severe?

been in force. For instance, a whole life policy has been in force five years, we have added 5 per cent. to the death claim, or if it has been in force ten years, we add 10 per cent. to the policy; the same progression holds good up to twenty-five years, when the additions to the claim are 25 per cent. of the policy. Then profits have been distributed in other ways. After a policy has been running for a certain number of years, or the insured has arrived at the age of seventy-five years, we give him a free policy. Another form, by reduction of the premium, so that the policyholders pay on a whole life policy 8 per cent. less premiums than his policy calls for. This can be credited on his premium receipt book, or paid him in cash, at his option.^a

Cost of industrial insurance, as compared with ordinary life insurance.—The rates for “insurance by the basketful” have been reduced as shown: but they remain very high. “Life insurance” in the sense of any adequate provision for a family left dependent, is not and cannot be furnished on this basis. Those who can pay by wagon-loads rather than basketfuls fare considerably better, while those who can pay quarterly have little of which to complain—but these are on a relatively high economic plane. Nothing which has yet been done by private companies weakens the argument for compulsory and socialized insurance.

The following statements of a high authority indicate the reasons for the great cost of weekly payment policies. It was asked:

What proportion of the average industrial premium is actually required for the payment of death losses?

Mr. H. Fiske answered:

I don't know that that can be answered exactly in one word. Taking our experience in industrial policies to date, we find that the death claims and the gratuities that we pay in addition to the policies amount to 36 or 37 per cent. of the premiums; the expenses eat up at the end of the year about 35 per cent.; the additions to the reserves required to keep it up amount in sums between 20 and 25 per cent.; if you will add those together you will find that from which we declare dividends, by subtracting it from 100.

Its expensiveness is caused not only from the fact that the policyholder is secured by an agent, but also by the fact that the mortality among the insured is much higher. . . . Our net premiums are necessarily very

^a Mr. Fiske, Civic Federation Speech, 1908.

much higher than the net premiums of other insurance. It was about 200 per cent. for many ages of the other tables. It is now running somewhat less, but there are instances where it is 155 per cent.

IV. MOTIVES OF THE INDUSTRIAL COMPANIES

It is only fair to hear what their representatives affirm, and to give their words that credence which we accord to gentlemen of responsible positions in the business world—at least unless we have evidence to the contrary. Mr. Haley Fiske (in his Civic Federation speech) said:

Tell me what interest on earth the Metropolitan Life Insurance Co. has, that is not the interest of the workingman. We cannot take any profits; we have shown them that we have nothing in the world at heart but their interest. And I ask you now, whether being human beings, as insurance men are, and having a constituency of 9,000,000 of people spread over from the Atlantic to the Pacific, an organization of the working people, having that for a constituency, and being interested in representing them, in the larger sense—I ask you whether there would not enter into the heart of any man a desire to do the very best that can be done for these people.

It has been claimed of late that these improvements are due to competition. But when competition is hardly felt this explanation does not apply. Furthermore the improvements began long before recent changes in law and pressure from rival movements.

V. PROJECTED EXPERIMENTS

These are (1) group insurance; (2) prophylactic measures; (3) other forms of insurance—accident, sickness, invalidism, etc.

1. *Group insurance*.—The following table shows the amount of insurance granted for 5 cents a week. These benefits are available only when policies are issued on 100 or more persons at one time, and the premiums are all paid to the company by their representative in one sum. The commission allowed to agents for business written under this table is 5 per cent. of the premium for the first year, as reported to the company.

Mr. Haley Fiske in a letter dated June 14, 1909, says of the table:

We had to get legislative permission for the issue of these policies owing to the fact that it was quite clear their issue would be a violation of the anti-discrimination law. We were enabled to get the law passed only in the states of Maine, New Jersey, and Minnesota. In Massachusetts its defeat was accomplished by the savings-bank people. They started their system ostensibly because industrial insurance was too high. When we offered cheaper insurance than they offer, they defeated our bill in the legislature by alleging that our insurance is so cheap that their system would be destroyed. In Illinois and Michigan the passage of the bill permitting METROPOLITAN, INDUSTRIAL: WHOLE LIFE INSURANCE PAID UP AT AGE 75

Amount of insurance granted for 5c. a week. These benefits are available only where policies are issued on 100 or more persons at one time, and the premiums are all paid to the company by their representative in one sum.

Age	Group Insurance	Age	Group Insurance	Age	Group Insurance
14.....	\$169	30.....	\$102	46.....	\$59
15.....	163	31.....	99	47.....	56
16.....	157	32.....	96	48.....	54
17.....	151	33.....	93	49.....	52
18.....	146	34.....	91	50.....	49
19.....	141	35.....	88	51.....	47
20.....	137	36.....	85	52.....	45
21.....	133	37.....	82	53.....	43
22.....	129	38.....	80	54.....	41
23.....	125	39.....	77	55.....	38
24.....	121	40.....	74	56.....	36
25.....	118	41.....	71	57.....	34
26.....	115	42.....	69	58.....	32
27.....	111	43.....	66	59.....	31
28.....	108	44.....	64	60.....	29
29.....	105	45.....	61		

the insurance was defeated by the efforts of the fraternal orders. These orders also assisted in procuring a veto of the bill from the governor of New York, although this bill was not passed in the form we proposed it but in a modified form proposed by the Equitable which raised questions in the governor's mind, as we understand it, as to the effect on the various sections of the present law restriction of expenses, etc.

2. *Prophylactic measures.*—Professor Irving Fisher has met a thoughtful response in his proposal to insurance companies to reduce costs of policies by employing preventative measures. Not only is a high rate of mortality in a population a cause of increased cost of insurance, but sickness also reduces the number of persons who can pay premiums and diminishes the amounts they can pay.

The Metropolitan Company, in its circular of 1909, announcing the appointment of Dr. Lee K. Frankel as manager of the industrial department, gave expression of its policy:

Insurance, not merely as a business proposition, but as a social programme, will be the future policy of the Company. If prevention of tuberculosis and reduction of the death rate will give cheaper insurance, the company hopes to co-operate with existing agencies for the eradication of this and other diseases, and to place at their disposal its machinery and the statistical material, which it has gathered since its organization. Its field staff and agency force will be instructed to establish cordial relations with charitable and social agencies, since these agents, coming into daily and intimate contact with the family, are frequently in a better position to know its need and difficulties, and hence have valuable and enlightening information for the use of social workers and for all interested in social improvement. One of the first duties of the new manager will be the creation of a bureau of information and co-operation.

Since Dr. Frankel's appointment we have in very many cities in the Union brought an agency force into direct relationship with the local organizations engaged in fighting tuberculosis. In Chicago, when there was a referendum on the subject of a municipal tuberculosis sanatorium, our men distributed a quarter of a million ballots. There were some two hundred and twenty thousand votes cast for the project, which was carried by an overwhelming vote, and the authorities think our distribution of ballots had a good deal to do with the result. We have paid for the printing of some fifty thousand copies of the *State Charities Aid Association Bulletin*, which will be distributed by this Association. Dr. Frankel has compiled a pamphlet on the *Prevention and Cure of Tuberculosis* of which we are to print approximately 4,000,000 of copies for circulation among our policy-holders. We have applied to the Insurance Department for permission to build a sanatorium for the accommodation of 125 patients, primarily for members of our agency and home-office staff, afflicted with tuberculosis, with an idea of further extension for the benefit of policy-holders. We are now trying the experiment of sending nurses to bed-ridden patients in New York to see that they are made comfortable or have perfect medical attention and sanitary care. This is experimental and may be largely extended if it is not too costly and if it brings about good results. We hope that through the nursing service in time we may be able to reduce mortality.⁴

Dr. Lee K. Frankel, manager of the Industrial Department

⁴ Mr. Fiske in a letter dated June 28, 1909.

of the Metropolitan Company, gives the more recent developments of this nursing experiment:

I beg to advise you that the company instituted its experiment in the direction of giving nursing service to its policy-holders in June last. At the time, the experiment was tried in a small section of Manhattan. The results which were obtained warranted us in gradually extending the experiment so that today visiting nurses are being sent to sick industrial policy-holders in the entire boroughs of Manhattan and the Bronx and in the cities of Baltimore, Washington, Boston, Cleveland, Chicago, and St. Louis. On January 1 the experiment will be extended to include Montreal.

The material at our disposal is still too insufficient to permit us to draw any definite conclusion. I may say that we have distinct evidence of specific cases where lives have been saved through the service of our nurses. How many more of these have been saved and, in particular, in how many cases life has been lengthened through the nurses' administrations, it is impossible to say.

The purpose of this service is to attempt to reduce our mortality and thus enable us by this saving on mortality to reduce our premium rates, or, what is the same thing, to increase the amount of insurance which we can offer for present premiums. If the experiment is finally demonstrated to be successful and if the cost of the same permits of it, the company will very carefully consider its extension to all of the industrial policy-holders of the company.

A few months ago we distributed nearly four million copies of a pamphlet entitled *A War upon Consumption*, a copy of which I am sending you under separate cover. You will note that in this pamphlet we suggest to our policy-holders who were or who might become tuberculous that they communicate this fact to us and we would send them a list of institutions where they might obtain treatment. Under separate cover I am sending you a set of these lists, which you will note cover not only the United States but Canada and give the sanatoria, dispensaries, hospitals, associations, etc., in these two countries. We are having quite a demand for these as well as for the pamphlets, not only from our policy-holders but from outsiders, particularly from the anti-tuberculosis associations in the various cities.

I am also sending you a copy of the last number of the *Metropolitan* which is issued by the company five times annually. I wish to call your attention particularly to the articles in this number, entitled: "Care of Babies," "Ring Out Old Shapes of Foul Disease," "Just Little Things," "The New View of the Housekeeper," "School Children and Their Needs," "A War upon Consumption," and "Sanitary Maxims." You will note that these articles are expressly written for the policy-holders with whom

we come in contact and are admirably adapted to educating them along the lines of hygiene, sanitation, and the prevention of disease.

We are informed that the nursing experiment has proved so satisfactory that it is likely to be extended by the Metropolitan Life Insurance Company throughout the country wherever nurses' settlements can be found to undertake the work. It has not been absolutely so decided, as the cost is likely to run up to three or four hundred thousands of dollars a year.

Mr. F. Hoffman, statistician of the Prudential Company, has been one of the most forceful and effective writers on social hygiene. His careful and prolonged studies of the conditions affecting the health of workingmen are among the most valuable contributions to the subject, and his company has rendered a distinct service to society by liberating him for the profound investigations he has made. Even if the company has received a full financial return for the cost involved, it none the less deserves recognition for the researches and publications of its capable statistician.

It ought to be remembered that the most urgent necessity for workingmen's insurance is not considered in these vast schemes of "industrial insurance"—provision of indemnity for disability due to accident and sickness; while the cost for adequate invalid and old-age annuities is prohibitive.

3. *Other kinds of insurance.*—The most urgent and immediate need is assurance of income in case of accident, sickness, and invalidism. These are sure as death, and come before it. Experience has shown that they are all contingencies which must be reckoned with and the risk of which may be averaged in each occupational group and region.

The agitation throughout the world for old-age pensions has prompted the Metropolitan to prepare and publish premium rates, combining insurance for life with annuities of \$100 per year beginning at age 65.

One table of rates is on the weekly basis for industrial lives and provides for \$100 of insurance whenever death occurs in connection with the \$100 annuity at age 65, and the other table

provides for \$500 of insurance in connection with the annuity, and with premiums payable quarterly, semiannually, or annually.

There is one peculiarity about these industrial contracts which is quite the reverse of what might naturally be expected and that is, that although the premiums are payable weekly like all other industrial premiums and that there is \$100 of insurance tied up with the annuities, the premium rates are actually less than those charged by one of the largest companies transacting ordinary business for similar annuities without any insurance.

For instance, at age 35 the weekly premium of the Metropolitan for either a man or woman is 27 cents weekly, which is \$14.04 yearly, while the ordinary company alluded to charges an annual premium of \$14.80 at age 35 for an annuity of \$100 deferred 35 years on the life of a male and \$15.80 on the life of a female. Moreover, the Metropolitan guarantees cash values on both the annuity and insurance, while the other company does not grant any cash surrender values but only paid-up annuities for proportionate parts in the event of lapse.

These cash values are not nominal but really substantial sums. For instance, the cash value at the end of ten years in the illustration cited above would be \$91, which is equal to about $6\frac{1}{2}$ years' premiums, while at the end of 20 years the cash value would be \$252, which would be almost equal to the total premiums paid in that time. These cash values are paid even though they exceed the amount insured, and in the event of death if there is any excess of cash value, over the face of the policy, it is paid just the same as if application were made for the cash value while the insured were living. Even in contracts which provide for \$500 insurance with premiums payable the same as in companies transacting ordinary insurance the cash values in the later years exceed the amount insured by a very substantial sum.

This plan of making provision for old age seems to be within the reach of all wage-earners and no doubt will be availed of by them when the plan is better known. In order to get a better understanding of what this really means, it will be of some help to compare it with a plan recently adopted by the Dominion of Canada. Under the Dominion scheme there are two plans, A

and B. Under Plan A, in the event of death before the first payment of annuity falls due, the total amount which the annuitant has paid in, with 3 per cent. compound interest will be refunded to his or her heirs, while under Plan B, where the same annuity is obtainable for smaller payments, there will be no return to the heirs in the event of death before the annuity becomes due. It

\$100 LIFE INSURANCE AND \$100 ANNUITY

INSURANCE CONTINUES DURING WHOLE OF LIFE, BUT IS FREE OF PREMIUMS AFTER
AGE 65, AT WHICH TIME ANNUITY COMMENCES

INDUSTRIAL LIFE AND ANNUITY RATES

Age	Weekly Premium	Age	Weekly Premium	Age	Weekly Premium	Age	Weekly Premium
10.....	\$0.08	21.....	\$0.13	31.....	\$0.22	41.....	\$0.40
11.....	.08	22.....	.14	32.....	.23	42.....	.43
12.....	.09	23.....	.15	33.....	.24	43.....	.46
13.....	.09	24.....	.15	34.....	.26	44.....	.49
14.....	.10	25.....	.16	35.....	.27	45.....	.53
15.....	.10	26.....	.17	36.....	.29	46.....	.58
16.....	.11	27.....	.18	37.....	.31	47.....	.63
17.....	.11	28.....	.19	38.....	.33	48.....	.68
18.....	.12	29.....	.20	39.....	.35	49.....	.75
19.....	.12	30.....	.21	40.....	.37	50.....	.82
20.....	.13						

Under this plan of insurance each policy will be for insurance of \$100 during life, premiums ceasing on first anniversary of date of policy after insured reaches age 64, at which time an annuity of \$100 will begin; insurance, however, continues thereafter during life, and in addition thereto the annuity is paid annually until death. This annuity may be \$100, paid at the beginning of each year, or the \$100 may be paid in quarterly instalments of \$25 each, as desired by the policy-holder. If at date of death any instalments of the annuity for the current year remain unpaid, the amount of such unpaid instalments will be paid in addition to the insurance of \$100.

Of course, if insurance and annuities for larger amounts are desired these premiums may be multiplied by two, three, or four for insurance, combined with annuities of \$200, \$300, or \$400, and so on.

will thus be seen that a larger premium is required under Plan A than under Plan B; for instance, 25 cents a week or \$13 a year will secure an annuity of \$89.22 beginning at age 65, while under Plan B, the same premium would secure an annuity of \$127.18; but in the Dominion scheme no annuity for less than \$50 is payable, and a person can deposit weekly sums at stated intervals such as 25 cents a week or irregularly as the means are available, and the amount of annuity payable is determined by

INSURANCE \$500, ANNUITY \$100

INTERMEDIATE. PREMIUMS CEASE AND ANNUITY COMMENCES AT ANNIVERSARY
OF POLICY NEAREST TO AGE 65

\$500 TERM INSURANCE PLUS \$100 ANNUITY				\$500 LIFE INSURANCE PLUS \$100 ANNUITY		
Insurance of \$500 prior to Age 65 (nearest anniversary), decreasing \$100 annually thereafter				Insurance for whole life		
Age	Annual	Semi-Annual	Quarterly	Annual	Semi-Annual	Quarterly
10.....	\$7.81	\$3.96	\$2.00	\$8.76	\$4.45	\$2.24
11.....	8.09	4.11	2.07	9.08	4.61	2.32
12.....	8.38	4.25	2.14	9.43	4.79	2.41
13.....	8.70	4.42	2.22	9.80	4.97	2.51
14.....	9.02	4.58	2.31	10.18	5.17	2.60
15.....	9.36	4.75	2.39	10.57	5.36	2.70
16.....	9.69	4.92	2.48	10.96	5.56	2.80
17.....	10.03	5.09	2.56	11.37	5.77	2.91
18.....	10.37	5.26	2.65	11.78	5.98	3.01
19.....	10.73	5.45	2.74	12.21	6.20	3.12
20.....	11.10	5.63	2.84	12.66	6.42	3.24
21.....	11.48	5.83	2.93	13.14	6.67	3.36
22.....	11.89	6.03	3.04	13.63	6.92	3.48
23.....	12.33	6.26	3.15	14.15	7.18	3.62
24.....	12.79	6.49	3.27	14.71	7.47	3.76
25.....	13.28	6.74	3.39	15.31	7.77	3.91
26.....	13.79	7.00	3.53	15.94	8.09	4.07
27.....	14.30	7.29	3.67	16.62	8.43	4.25
28.....	14.94	7.58	3.82	17.34	8.80	4.43
29.....	15.57	7.90	3.98	18.11	9.19	4.63
30.....	16.24	8.24	4.15	18.93	9.61	4.84
31.....	16.95	8.60	4.33	19.81	10.05	5.06
32.....	17.72	8.99	4.53	20.76	10.54	5.31
33.....	18.54	9.41	4.74	21.77	11.05	5.56
34.....	19.42	9.86	4.96	22.85	11.60	5.84
35.....	20.35	10.33	5.20	24.01	12.19	6.14
36.....	21.36	10.84	5.46	25.27	12.82	6.46
37.....	22.45	11.39	5.74	26.62	13.51	6.80
38.....	23.62	11.99	6.04	28.09	14.26	7.18
39.....	24.88	12.63	6.36	29.68	15.06	7.59
40.....	26.26	13.33	6.71	31.40	15.94	8.03
41.....	27.75	14.08	7.09	33.29	16.89	8.51
42.....	29.38	14.91	7.51	35.35	17.94	9.04
43.....	31.17	15.82	7.97	37.61	19.09	9.61
44.....	33.13	16.81	8.47	40.10	20.35	10.25
45.....	35.29	17.91	9.02	42.85	21.75	10.95
46.....	37.68	19.12	9.63	45.91	23.30	11.74
47.....	40.34	20.47	10.31	49.33	25.03	12.61
48.....	43.32	21.98	11.07	53.17	26.98	13.59
49.....	46.66	23.68	11.93	57.50	29.18	14.70
50.....	50.47	25.61	12.90	62.44	31.69	15.96

the amount standing to the credit of the depositor at the time the annuity begins.

A hint of what the most important companies are thinking of is given in a circular of the Metropolitan Company, early in 1909: "For the present the company will limit its activities to writing life insurance as heretofore. It is hoped, however, if the demand therefor is shown, and if the feasibility can be demonstrated, to provide other forms of insurance, particularly insurance, against sickness, invalidism, and old age."

This will evidently be possible only by some form of group insurance—lodges, occupational societies, employees' corporations.

It would seem to be a sound policy to permit the industrial companies and any others to enter these fields and try the experiment under proper guarantees. They have the expert service and the army of trained agents. If the enterprising leaders of insurance can succeed where those of all other countries have hitherto failed, they should have the opportunity and the honor. The friends of compulsory and socialized insurance raise no objection to the most perfect development of private companies because they understand well that socialized insurance will come slowly, and meantime an imperfect and expensive system is better than nothing. They also understand that compulsory insurance will never cover more than the minimum necessary for the existence of the least skilful wage-earners, and private enterprise should always be free to offer still larger indemnities to all who desire and can pay for them.